

**UUP-New Paltz Chapter  
Labor-Management Agenda  
October 23, 2018  
4:00 pm**

1. **Parking.** Following up on previous discussions regarding fac/staff parking, we would like an update on the status of the upgrades to the Route 32 parking lot, and the changes to existing lot designations that may be made once that work is complete. We are also concerned with utilization of existing space, in particular the fac/staff only lot behind The Terrace, where Sodexo regularly takes up a number of spots with its trucks, and where a large number of spots are blocked off on days when there is a Distinguished Speaker event, which we would like to discuss.
2. **Contract Implementation: Adjunct health benefit thresholds.** Under the newly ratified CBA, the definition for health benefit eligibility for part-time teaching faculty has changed, to state that “Effective January 1, 2019, part-time academic employees, whose professional obligation is primarily teaching classes, who teach six or more credits, contact hours, or credit equivalents shall be eligible for health insurance.” We would like to know how many (and which if possible) adjuncts may lose coverage because of this change, and to clarify our joint understanding of how this new language will be applied.
3. **On-call/Recall.** Section 20.22(b) of the CBA states that “In addition to full-time professional employees otherwise eligible for on-call pay pursuant to the provisions of this article, the College President has discretion to designate other specific positions at the campus as eligible for on-call pay. Such discretion may be exercised annually on or before a date determined by the College President. The College President, or designee, shall provide the local UUP chapter advance notice of the date such determination will be made and shall provide the local UUP chapter such determination when completed.” We would like to know 1)when the President last performed such a review and 2)when the next such review is planned to take place.

As the newly ratified Agreement also stipulates significant increases to the on-call and recall hourly rates, we would like to know how the College plans to increase remuneration to any employees that the Administration believes currently perform such duties ‘as part of their performance programs’.

4. **Lack of detail in lecturer appointment letters.** We are concerned that there is no detail provided to describe the professional obligation of full-time lecturers beyond ‘30 credits or equivalent’ in their appointment letters. There are a number of lecturers whose obligation includes significant elements that parallel work done by professionals, who are provided with a detailed performance program to outline their duties, yet these lecturers are given no clearly defined responsibilities or benchmarks for their obligation beyond teaching. This opens them up to insidious workload creep, and lack of clarity as to how they will be evaluated for reappointment. Can the Administration provide more detailed, clearer descriptions of the professional obligation expected of lecturers in their appointment letters, so as to avoid misunderstandings and potential exploitation moving forward?

5. **Safety of students, faculty and staff in contentious situations.** We would like to thank the Administration for its clear statement to the campus community about the importance of maintaining a safe environment, in the wake of the student demonstrations a few weeks ago. We would like to follow up on this statement, to discuss how the Administration intends to enforce its stated policies, and what provisions it has made to anticipate potential actions in response to contentious situations on campus, and to address them meaningfully to resolve them.
6. **Budget shortfall.** The implementation of our newly ratified Agreement has, in several campus-wide communications, been improperly identified as a significant (even primary) source of the anticipated budget shortfall for the current academic year. What steps has the Administration taken to request additional funding to cover the predicted budget shortfall? How might we bring pressure to bear on the Governor, Legislature, and the Chancellor to ensure additional resources will be provided? We would welcome the opportunity to present a united front to advocate on behalf of the College, and to discuss what possibilities there may be to do so.

Given the current difficult financial situation being projected, we would like to know what specific impacts the Administration anticipates as a result. How many positions will be left vacant through attrition, and in what departments? Are there departments that are the target of planned shrinkage, or elimination altogether over the next few years? If so, which ones? What does the Administration believe will be the lasting effects on the education and the services we provide to our students of this austerity budgeting?

7. **Thank you for new lactation space.** We would like to offer our deepest thanks to the Administration for completing work on, and opening the second nursing mother lactation space in Humanities. On behalf of our Womens Rights and Concerns Committee, and all of our membership – Thank You!!